

Indiana Civil Rights Commission  
**AGENCY MONTHLY REPORT**  
JUNE 2013



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Executive Director

# Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263	288	359	342	309							1864
Number of Complaints Drafted	66	77	81	113	99	89							528
% of inquiries drafted	22%	29%	28%	31%	29%	29%							28%
Employment	54	60	66	83	81	69							413/79%
Housing (Real Estate)	4	2	7	10	3	11							37/7%
Public Accommodation	7	12	4	13	10	9							55/10%
Credit	0	0	0	0	0	0							0/0%
Education	1	3	4	7	5	0							20/4%
Unknown	0	0	0	0	0	0							0/0%
Number of Complaints Formalized	63	56	65	88	83	87							442
Employment	47	39	43	59	59	74							321
Transferred from EEOC*	3	0	0	0	2	19							24
Housing (Real Estate)	9	7	14	9	13	5							57
Transferred from HUD**	3	2	5	1	2	2							15
Public Accommodation	6	8	4	14	10	5							47
Credit	0	0	0	0	0	0							0
Education	1	2	4	6	1	3							17

\*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

\*\*Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

# Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	303	263	288	359	342	309							1864
Region 1	32	23	26	34	35	38							188
Region 2	23	26	30	29	27	27							162
Region 3	17	23	17	18	27	31							133
Region 4	10	9	9	18	11	9							66
Region 5	135	122	131	169	158	132							847
Region 6	25	17	19	21	33	28							143
Region 7	8	14	10	24	10	9							75
Region 8	18	8	12	18	18	12							86
Region 9	25	17	30	21	16	19							128
Unknown/Out of State	10	4	4	7	7	3							35

**Region 1:** Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

**Region 2:** St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

**Region 3:** LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

**Region 4:** White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

**Region 5:** Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

**Region 6:** Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

**Region 7:** Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

**Region 8:** Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

**Region 9:** Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

**Unknown:** If the location of the inquiry cannot be identified.

# Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
<b>% of Aged Cases by Area</b>													
Employment	19%	11%	8%	5%	2%	3%							<b>8%</b>
Housing (Real Estate)	0%	6%	0%	0%	0%	0%							<b>1%</b>
Public Accommodation	10%	2%	9%	0%	2%	2%							<b>4%</b>
Credit	0%	0%	0%	0%	0%	0%							<b>0%</b>
Education	23%	13%	6%	11%	10%	5%							<b>11%</b>
<b>Open Cases by Area</b>													
Employment	288	291	295	317	354	404							
Housing (Real Estate)	38	35	39	44	50	35							
Public Accommodation	61	63	59	68	75	76							
Credit	0	0	0	0	0	0							
Education	20	22	25	27	28	29							

# Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
<b>Number of Cases Closed</b>	<b>39</b>	<b>53</b>	<b>45</b>	<b>31</b>	<b>27</b>	<b>42</b>							<b>237</b>
Employment	26	38	30	20	17	15							<b>146</b>
Housing (Real Estate)	12	9	6	5	7	19							<b>58</b>
Public Accommodation	1	6	8	4	1	6							<b>26</b>
Education	0	0	1	2	2	2							<b>7</b>
Credit	0	0	0	0	0	0							<b>0</b>
<b>Type of Closure</b>													
NPC	21	39	28	21	18	23							<b>150</b>
CWS	9	10	13	6	5	10							<b>53</b>
CW	2	3	2	2	1	4							<b>14</b>
AD	3	1	0	2	3	5							<b>14</b>
FO	4	0	2	0	0	0							<b>6</b>

# Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5	6	6	3	5							<b>26</b>
Employment	1	5	2	0	2	1							<b>11</b>
Housing (Real Estate)	0	0	1	1	0	3							<b>5</b>
Public Accommodation	0	0	3	4	1	0							<b>8</b>
Education	0	0	0	1	0	1							<b>2</b>
Credit	0	0	0	0	0	0							<b>0</b>
Active Cases													
Employment	31	33	32	33	34	33							
Housing (Real Estate)	14	15	14	14	14	17							
Public Accommodation	8	8	8	8	8	8							
Education	5	5	5	5	5	5							
Credit	0	0	0	0	0	0							
Average Age of Cases since NOF*	430	429	462	439	458	456							

\*NOF (Notice of Finding). This includes cases that are now pending in state court.

## Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

**Kroeger, T. v. Arcelor-Mittal** is an employment case based on disability and race. Complainant alleged that she was denied an accommodation and terminated due to her disability and race.

**Williams, L. v. Michael Lazo & Angela Lazo** is a housing case based on retaliation. Complainant alleged that she was retaliated against after she filed a complaint with the ICRC.

**Sellars-Lyons, W. v. Tom Hendryx** is a housing case based on disability. Complainant alleged that Respondent refused to rent to her due to her disability.

**Huffman, B. v. Justus Properties Inc. & Crestwood Village South Apartment** is a housing case based on disability. Complainant alleged that Respondent denied her a reasonable accommodation.

**Ozdemir, C. o/b/o Ozdemir, Z. v. St. Mary Catholic Community School** is an education case based on disability. Complainant alleged that Respondent dismissed her son from school due to his disability. Complainant also alleged that Respondent denied her son a reasonable accommodation.

## Final Orders

This section provides information on cases that receive Final Orders by The Commission.

**N/A**

## Articles of Interest:

**EEOC issues Final Rule revising Freedom of Information Act regulations** (June 19, 2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/6-19-13.cfm>

**State cites Arcelor-Mittal for civil rights, ADA violations** (June 18, 2013, Northwest Indiana Times)

[http://www.nwitimes.com/business/local/state-cites-arcelor-mittal-for-civil-rights-ada-violations/article\\_f206ffc6-4596-5697-9c43-dfd637d81764.html](http://www.nwitimes.com/business/local/state-cites-arcelor-mittal-for-civil-rights-ada-violations/article_f206ffc6-4596-5697-9c43-dfd637d81764.html)

**How the Civil Rights Movement was covered in Birmingham** (June 18, 2013, NPR News)

<http://www.npr.org/blogs/codeswitch/2013/06/18/193128475/how-the-civil-rights-movement-was-covered-in-birmingham>

**INHP celebrates 25 years of helping fulfill the American dream** (June 12, 2013, Indianapolis, Recorder)

[http://www.indianapolisrecorder.com/news/local/article\\_29e76c42-d3c9-11e2-8ca8-0019bb2963f4.html](http://www.indianapolisrecorder.com/news/local/article_29e76c42-d3c9-11e2-8ca8-0019bb2963f4.html)

**Former Hammond schools administrator sues for discrimination** (June 13, 2013, Northwest Indiana Times)

[http://www.nwitimes.com/news/local/lake/hammond/former-hammond-schools-administrator-sues-for-discrimination/article\\_6cf5be6d-ae55-54e4-b6b0-d2dcaa4f2a7d.html](http://www.nwitimes.com/news/local/lake/hammond/former-hammond-schools-administrator-sues-for-discrimination/article_6cf5be6d-ae55-54e4-b6b0-d2dcaa4f2a7d.html)

**NFHTA, ICRC to host regional Fair Housing investigation training** (June 12, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2691.htm>

**Housing discrimination persists in U.S. in more subtle ways, HUD report says** (June 11, 2013, Washington Post)

[http://www.washingtonpost.com/business/economy/housing-discrimination-persists-in-more-subtle-ways-hud-report-says/2013/06/11/ee0a6542-d2c1-11e2-8cbe-1bcbee06f8f8\\_story.html?hpid=z3](http://www.washingtonpost.com/business/economy/housing-discrimination-persists-in-more-subtle-ways-hud-report-says/2013/06/11/ee0a6542-d2c1-11e2-8cbe-1bcbee06f8f8_story.html?hpid=z3)

**Say What? Daycare worker fired for being unmarried and pregnant** (June 11, 2013, Black America Web)  
<http://blackamericaweb.com/135268/say-what-daycare-worker-fired-for-being-unmarried-and-pregnant/>

**State of Indiana to receive award for Holocaust Remembrance** (June 10, 2013, ICRC Newsroom)  
<http://www.in.gov/icrc/2690.htm>

**Fair Housing Groups and Wells Fargo Announce Collaboration to rebuild homeownership opportunities in 19 cities** (June 6, 2013, Fair Housing Center of Central Indiana)  
<http://www.fhcci.org/wp-content/uploads/2011/12/6-6-13-Wells-Fargo-Press-Release.pdf>

**House Enrolled Act 1482 updates Indiana's criminal records law** (June 4, 2013, ICRC Newsroom)  
<http://www.in.gov/icrc/2689.htm>

**State fund launches to invest in businesses owned by women, minorities, veterans** (June 4, 2013, Indianapolis Star)  
<http://www.indystar.com/article/20130604/BUSINESS/306040022/1003/BUSINESS?source=nletter-business>

**ICRC issues probable cause finding** (June 3, 2013, ICRC Newsroom)  
<http://www.in.gov/icrc/2688.htm>

**Resistance hardens as opportunities grow** (June 3, 2013, Fort Wayne Journal Gazette)  
<http://www.journalgazette.net/article/20130603/LOCAL10/306039917/1002/LOCAL>

**Jerry Davich: Group of teens, parents takes discrimination claim to court** (June 2, 2013, Post Tribune)  
<http://posttrib.suntimes.com/news/davich/20396925-452/jerry-davich-group-of-teens-parents-takes-discrimination-claim-to-court.html>